	FIRE	RMEA	RMunMG	RMidMG	PUBLIC WORKS	LIBRARY	POLICE	COMMUNICATIONS	NON UNION
tract Term	7/2021 to 6/2023	7/2020 to 6/2023	7/2018 to 6/2023	7/2018 to 6/2023	7/2019 to 6/2023	7/2019 to 6/2023	1/1/20 to 6/2023	7/2020 to 6/2023	NA
ons	Firefighters	Support Staff	Senior Managers	Middle Managers	All DPW excluding	Librarians	FT Patrol Officers	Specialists	Classifications in
	Lieutenants	throughout all	(excluding Police Command)	(excluding Police Command)	Director, Supervisory,	Asst Librarians	Sergeants		Non-union Merit Plan
	Captains	departments			Clerical & PT staff	Secretary			
al Leave	2 (12.0 hr) days/year	2 days/yr	2 days/yr	2 days/yr	1 day/yr <5 yrs	2 days/yr	2 days/yr	2 days/yr	2 days/yr
	Probationary EEs 48 hours				2 days/yr >5 yrs				
	11 (10.5 hr) days per yr paid out								
2)/5	twice per year	11 days per year	11 days per year	11 days per year	11 days per year	11 days per year	11 days per year paid out twice per year	11 days per year paid out twice per year	11 days per year
lays In Siek Leone	none	3 days/year	3 days/year	3 days/year		3 days/year	11 days per year paid out twice per year 3 days/year	3 days/year	3 days/year
ly Sick Leave	liona	1.11	1.11		3 days/year given on 7/1				1.11
Vacation Accumulation	10 days/yr 0-5 yrs	10 days/yr 0-5 yrs	10 days/yr 0-5 yrs	10 days/yr 0-5 yrs	10 days/yr 0-5 yrs	10 days/yr 0-5 yrs	10 days/yr 0-5 yrs	10 days/yr 0-5 yrs	10 days/yr 0-5 yrs
	15 days/yr 6-10 yrs	15 days/yr 6-10 yrs	15 days/yr 6-10 yrs	15 days/yr 6-10 yrs	15 days/yr 6-10 yrs	15 days/yr 6-10 yrs	17 days/yr 6-10 yrs	15 days/yr 6-10 yrs	15 days/yr 6-10 yrs
	18 days/yr 11-15 yrs	20 days/yr 11+ yrs	20 days/yr 11-24 yrs	20 days/yr 11-24 yrs	20 days/yr 11-24 yrs	20 days/yr 11-24 yrs	20 days/yr 11+ yrs	20 days/yr 11+ yrs	20 days/yr 11-24 yrs
	20 days/yr 16+ yrs		25 days/yr 25+ years	25 days/yr 25+ years	25 days/yr 25+ yrs	25 days/yr 25+ yrs			25 days/yr 25+ yrs
Vac Max Accumulation	1.5X annual	1.5X annual	2X annual; 1.5X payout 7-1-15	2X annual; 1.5X payout 7-1-15	1.5X hired <7-1-15	2X annual	2X annual	2X annual	2X annual
			Hired after 7-1-14 1.5X	Hired after 7-1-14 1.5X		1.5X allowed at payout	1.5X allowed at payout	1.5X allowed at payout	
	USE/LOSE hired >7-1-17		USE/LOSE hired >7-1-16	USE/LOSE hired >7-1-16	USE/LOSE hired >7-1-15			USE/LOSE hired >7-1-16	USE/LOSE Hired > 11-1-15
ENTAL/MATERNITY LEAVE	Add'l 48 hours (1 time)		032/2032 miled >/ 1 10	Add'l 5 vacation days (1 time)			Add'l 5 vacation days (1 time)	Add'l 5 vacation days (1 time)	032/2032 micd > 11 1 13
	Add 148 flours (1 time)		111 1 - 1			NA	NA	Add 15 Vacation days (1 time)	5
Time Off (PTO)	NA 1. J. (12)	NA	Hired after 7/1/18 - 30 days		NA			NA	Exempt hired > 7/1/15 - 30 day
ccumulation	1 day/month (12 hrs)	1 day/month	1 day/month	1 day/month	1 day/month	1 day/month	1 day/month	1 day/month	1 day/month
Sick Max Accumulation	Hired <7-1-17 1,440 hours	Hired<11-1-98 120 days	Hired<11-1-98 120 days	Hired<11-1-98 120 days	20 days	FT 20 days	110 days hired <7-1-14	20 days	20 days
	Hired >7-1-17 1,100 hours	Hired>11-1-98 20 days	Hired>11-1-98 20 days	Hired>11-1-98 20 days		PT 120 days <7-1-14	50 days hired >7-1-14		
						PT 75 days >7-1-14			
ayout	50% of balance if	75% of balance if	75% of balance if	75% of balance if	50% of balance if	75% of balance if	50% of balance if	75% of balance if	75% of balance if
	retired through NHRS	retired through NHRS	retired through NHRS	retired through NHRS	retired through NHRS	retired through NHRS	retired through NHRS	retired through NHRS	retired through NHRS
						50% of balance if			50% of balance if
	75% of balance if	50% of balance if	50% of balance if	50% of balance if					
	employee dies	employee dies or leaves	employee dies or leaves	employee dies or leaves		employee dies or leaves			employee dies or leaves
		after 10 yrs of service	after 10 yrs of service	after 10 yrs of service		after 10 yrs of service			after 10 yrs of service
Earned Personal Day	NA	1 day after no sick for	1 day after no sick for	1 day after no sick for	no sick days in 6 months receive either	1 day after no sick for	1 day after no sick for 90 consecutive	1 day after no sick for 4 months	1 day after no sick for
		12 consecutive months	6 consecutive months	6 consecutive months	8 hours of pay or 8 hours off with pay	6 consecutive months	days; then 1 for each successive 60 days	to be used within the next 4 months	6 consecutive months
ed Personal Day limit	NA	no limit	no limit	no limit	no limit	2 days	no limit	no limit	no limit
bility Ins	Voluntary	STD & LTD	STD & LTD	STD & LTD	STD & LTD	STD & LTD	Voluntary	STD & LTD	STD & LTD
ns	\$5.000	1X salary	1X salary	1X salary	1X salary	1X salary	\$25,000	1X salary	1X salary
	Anthem ABSOS20/40	Anthem ABSOS20/40	Anthem ABSOS20/40	Anthem ABSOS20/40	Anthem ABSOS20/40	Allegiant Care	Anthem ABSOS20/40	Anthem ABSOS20/40	Anthem ABSOS20/40
Medical Ins						Allegiant Care			
	1KDED RX 10/20/45	1KDED RX 10/20/45	1KDED RX 10/20/45	1KDED RX 10/20/45	1KDED RX 10/20/45		1KDED RX 10/20/45	1KDED RX 10/20/45	1KDED RX 10/20/45
	Anthem ABSOS25/50	Anthem ABSOS25/50	Anthem ABSOS25/50	Anthem ABSOS25/50	Anthem ABSOS25/50		Anthem ABSOS25/50	Anthem ABSOS25/50	Anthem ABSOS25/50
	3KDED RX 10/20/45	3KDED RX 10/20/45	3KDED RX 10/20/45	3KDED RX 10/20/45	3KDED RX 10/20/45		3KDED RX 10/20/45	3KDED RX 10/20/45	3KDED RX 10/20/45
			Anthem HMO AB20IPDED(07)	Anthem HMO AB20IPDED(07)			LUMENOS2500(07L)	LUMENOS2500(07L)	Anthem HMO AB20IPDED(07)
			RX 10/20/45	RX 10/20/45					RX 10/20/45
				-, -, -					-, -, -
Medical Cost Sharing	FY19		FY19 City pays 80% AB20	FY19 City pays 80% of AB20					
incultur cost shuring	FY20		FY20 City pays 100%	FY20 City pays 100%	EV20 City pays 80%	FY20 City pays 85%	FY20 City pays 80%		
		EV/24 C'1			FY20 City pays 80%			EV24 C'1	
	FY21	FY21 City pays 80%	FY21 City pays 93%	FY21 City pays 93%	FY21 City pays 80%	FY21 City pays 82.5%	FY21 City pays 80%	FY21 City pays 80%	
	FY22 FY22 City pays 80%	FY22 City pays 80%	FY22 City pays 87%	FY22 City pays 87%	FY22 City pays 80%	FY22 City pays 82.5%	FY22 City pays 80%	FY22 City pays 80%	
	FY23 FY23 City pays 80%	FY23 City pays 80%	FY23 City pays 80%	FY23 City pays 80%	FY23 City pays 80%	FY23 City pays 80%	FY23 City pays 80%	FY23 City pays 80%	FY23 City pays 80%
cal OPT OUT Annual Incentiv	ve lump sum	paid bi-weekly	paid bi-weekly	paid bi-weekly	paid bi-weekly	paid bi-weekly			paid bi-weekly
nily	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400
erson	\$1,600	\$1,600	\$1,600	\$1,600	\$1,600	\$1,600	\$1,600	\$1,600	\$1,600
	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
gle	1 /	. ,					NA	\$1,000 ΝΔ	
ical OPT DOWN Annual Incer	nuve NA	paid bi-weekly	paid bi-weekly	paid bi-weekly	paid bi-weekly	paid bi-weekly	NA	INA	paid bi-weekly
nily to Single coverage		\$1,200	\$1,200	\$1,200	\$1,200	\$1,200			\$1,200
mily to 2-Person coverage		\$750	\$750	\$750	\$750	\$750			\$750
erson to Single coverage		\$750	\$750	\$750	\$750	\$750			\$750
al	City pays \$230	City pays \$300	City pays \$300	City pays \$300	City pays \$300	City pays \$300	City pays \$300	City pays \$300	City pays \$300
Step/COLA/Merit	FY19		0-3% MERIT effective 7-1-2018	0-3% MERIT effective 7-1-2018					
	FY20		0-4% MERIT effective 7-1-2019	0-4% MERIT effective 7-1-2019	Market adjustment (no merit)	0-4% MERIT	0-5% MERIT/Track advance		
	FY21	Merit Track	0-4% MERIT	0-4% MERIT	0-4% MERIT	0-4% MERIT	Track advance	Merit Track	0-4% MERIT
			0-4% MERIT	0-4% MERIT		0-4% MERIT		2% COLA & Track advance	Merit Track
	FY22 Merit Track	2% COLA & Track advance			0-4% MERIT		2% COLA & Track advance		
	FY23 1% COLA & Track advance	2% COLA & Track advance	0-4% MERIT	0-4% MERIT	0-4% MERIT	0-4% MERIT	2% COLA & Track advance	2% COLA & Track advance	Merit Track
all Incentive					\$2.25/hr DPW & Pump Station		\$50/week for detectives		
					\$2.75/hr SCADA				
Differential								\$0.75/hr - Evening Shift	
								\$1.00/hr - Midnight Shift	
wity	NA	\$200 3-5 yrs Full-time Ees	\$200 3-5 yrs	\$200 3-5 yrs	Effective 7-1-18:	Employees hired <7-1-2019:	Effective 7-1-20:	\$250 3-5 yrs	\$200 3-5 yrs
Longevity	INA	\$200 3-5 yrs Full-time Ees \$325 6-10 yrs	\$200 3-5 yrs \$325 6-10 yrs						\$325 6-10 yrs
				\$325 6-10 yrs	\$400 10-14 yrs	\$250 3-5 yrs	\$1,000 15 years	\$375 6-10 yrs	
		\$400 11-15 yrs	\$400 11-15 yrs	\$400 11-15 yrs	\$500 15-19 yrs	\$375 6-10 yrs	\$1,500 20 years	\$500 11-15 yrs	\$400 11-15 yrs
		\$550 16-20 yrs	\$550 16-20 yrs	\$550 16-20 yrs	\$600 20+ yrs	\$500 11-15 yrs		\$600 16-20 yrs	\$550 16-20 yrs
		\$600 21+ yrs	\$600 21+ yrs	\$600 21+ yrs		\$650 16-20 yrs		\$700 21+ yrs	\$600 21+ yrs
		\$100 3-5 yrs Part-time Ees	·	l' '		\$700 21+ yrs		· · · · ·	
		\$165 6-10 yrs				Employees hired >6-30-2019:			
		\$200 11-15 yrs				\$500 10-15 yrs			
		\$275 16-21 yrs \$300 21+ yrs				\$650 16-20 yrs			